



To/MS: All Employees
From/MS: John C. Browne, A100
Phone/Fax: 7-5101/Fax 7-2997
Symbol: DIR-01-204
Date: October 1, 2001

Subject: Diversity in Action during our Nation's Tragedy

In reflecting on the challenges our Nation faces after the events of September 11, the SET and I believe it is important to remind ourselves and our colleagues of the importance of incorporating *all* of our institutional values into our actions and behaviors. Those values include trustworthiness, attention to safety and security, public service, teamwork, diversity, and excellence in accomplishing our work and meeting our strategic business direction of a unified workforce.

The events of September 11 have stirred different emotions throughout the country and here at Los Alamos, ranging from confusion to fear and anger. We have heard stories on television and the radio of extraordinary heroism and generosity. Unfortunately, we also have heard reports about some individuals venting their anger on others, including people of Arab descent, turbaned Sikhs, and those who appear to be Middle Eastern. I have received e-mails indicating a few isolated instances of conversations in which a co-worker has expressed anger in terms of racial and ethnic identities.

As you will recall, the EEO/Diversity Stand Down last April focused on *racial profiling*. The DOE Task Force against Racial Profiling (<http://www.energy.gov/HQDocs/rprofilerpt.pdf>) noted that "Racial Profiling is generally defined as wrongful and hurtful judgments about an individual or group of individuals based solely on their ethnicity or color of their skin." DOE made it clear that racial profiling would not be tolerated. I intend that the same philosophy will continue to be reflected in the actions and behaviors of all those who work at Los Alamos National Laboratory. We must continue to hold ourselves and our colleagues accountable for rejecting racial profiling and assuring a positive work environment.

Now is the time for us to recommit ourselves to continue to work together. Our Laboratory is home to a diverse population, encompassing workers from over 100 countries with different talents, languages, religions, cultures, races, and ethnicities. We are *united* in our vision to serve the Nation by applying the best science and technology to make the world a better and safer place. It is important as individuals and as teams that we maintain awareness and sensitivity in our daily interactions with others.

I have asked Lisa Gutierrez, Diversity Office Director, to provide the attached examples of behaviors that are relevant to the concerns described above. Please take time to read the excellent examples she has provided. In addition, I hope you will print out the examples, keep them handy as a reminder, and share them with co-workers who may not have seen this message or do not have access to e-mail.

Our individual differences are one of the key factors in making this Laboratory what it is – a world class institution. Please join me in reaffirming the value we place on our diversity, especially in these difficult times when the Laboratory's work is even more needed to help support and strengthen American leadership and our ideals of freedom and democracy.

JCB/jcl



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Date: September 26, 2001

Subject: Examples of Diversity Behaviors — Something to think about...

Our nation's tragedy has prompted Director John Browne to ask me to provide examples of diversity behaviors that can impact productivity and working together. Beyond this current catalyst, these recommendations apply to a variety of situations.

Please:

- Continue showing your patriotism by supporting President Bush's request that we not turn against each other as Americans.
- Continue greeting and treating your co-workers with courtesy and kindness.
- Continue talking openly and honestly about your feelings using "I" language.
- Continue holding everyone (at all levels) accountable for demonstrating our institutional values.
- Continue creating a safe environment for yourself and others to discuss current events.
- Continue keeping your colleagues safe at work and in your communities.
- Continue proactively and directly addressing problems when they arise.
- Continue contacting and utilizing resources from organizations like the Diversity Office, OEO, Ombuds, Staff Relations, HR, etc.
- Continue demonstrating to DOE Secretary Abraham, a third-generation Arab-American (as he indicated in his inaugural address to LANL), that we are a world-class lab on many fronts, including diversity.
- Continue acknowledging that in other instances, we do not hold an entire community responsible for the acts of a small group (i.e., David Koresh, Timothy McVeigh, the Protestant/Catholic war in Ireland, etc.)
- Continue to be "security aware."
- Continue to avoid raising a security concern by profiling based on any of the identification factors indicated in AM Policy 101.01

Since many of you may already be doing many of the behaviors above, think about adding some new diversity-enhancing behaviors to your repertoire:

- Ask individuals to stop this disrespectful and hurtful behavior if they communicate their perspective or fear using racial or ethnic slurs, e-mails, gestures, etc.
- Support all team members even if they are different from you.
- Introduce yourself to colleagues you don't know.
- Give balanced, caring and immediate feedback to individuals who personally hurt you through language or behaviors.

- Educate yourself on world history, diversity and differences by utilizing many resources including <http://www.lanl.gov/orgs/dvo/DVOLibrary/Index.html>.
- Communicate your concerns, opinions and fears without generalizing to "they" or "those people."
- Resist the temptation to hold entire communities responsible for the acts of some individuals.
- Become an active part of the Laboratory's security effort by implementing ISSM in your daily work.

Be conscious of the fact that the following ideas and attitudes can manifest themselves in behaviors that are inconsistent with LANL's institutional values of respect, diversity and teamwork.

- Do not assume that the media is accurately communicating and portraying all aspects of this tragedy (i.e., all people from other cultures and countries celebrating in the streets vs. small factions).
- Do not assume that there is a direct correlation between race, ethnicity, country of origin and religion.
- Do not assume that all individuals practicing certain faiths are terrorists.
- Do not assume that all individuals wearing turbans and/or beards are of a certain faith or religion.
- Do not assume that all Americans originally from Afghanistan support the Taliban.
- Do not assume that visible differences like skin color, clothing, accents, or color of badge, correlate with country loyalty.
- Do not assume that our Foreign National employees are not supportive of American ideals and principles or are not intensely loyal to the United States. If they're working here, they've overcome numerous obstacles to demonstrate their support of these principles.
- Do not support anger that can manifest itself in hateful behavior against fellow Americans including verbally abusive language, icy hostility, exclusion from meetings, and ethnic slurs.
- Do not assume that *all* security vulnerabilities are linked to national origin, race or culture.

LJG:rmv

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DV File